



PUBLIC SELECTION PROCEDURE AND INTERNATIONAL AUDITION FOR THE SELECTION OF ARTISTS OF THE CHORUS OF TEATRO REGIO DI TORINO –

- BASSES AND BARITONE –

Art. 1 – Subject of the procedure

The Fondazione Teatro Regio di Torino (following, in short, even Fondazione) calls a public selection procedure for examinations in order to cover the eventual full-time permanent position within the Artistic Direction – ARTISTS OF THE CHORUS of:

- 1) BASSES (n. 2 PLACES)**
- 2) BARITONE (1 PLACE)**

Art. 2 - Requirements for the admission to the public selection procedure

The public selection procedure is open to candidates who are in possession of the following requirements, **under penalty of exclusion** from the selection itself:

GENERAL ORDER REQUIREMENTS

- a) To be aged over 18 years and not over the maximum age for the retirement;
- b) to be Italian citizen or coming from one of the member states of European union or extra-UE with the staying permit in Italy for long-staying period or to have the status of refugee or the the status of of auxiliary protection; the recruitment of the winner candidates is subordinated to the regularisation of the position of the staying permit in Italia for employed work;
- c) to be in possession of the passport or to have the requirements to obtain its release;
- d) good knowledge of the Italian language;
- e) be physically suitable to the task: the recruitment of the winner is subject, in any case, to the ascertainment of such suitability that will be verified by a medical examination arranged by the Fondazione, according to the law;
- f) to enjoy civil and political rights;
- g) not to have incurred in criminal convictions and not to have outstanding penal procedures that have caused or that are causing as accessory sanctions the incapacity to work with a Public Administration;
- h) not to have been dismissed or dispensed from the employment by a Public Administration;
- i) to not cover and to not have covered in the last three years charges or assignments in Public Administrations that caused the exercise of authoritative or negotial powers against the Fondazione.

The requirements for the admission must be possessed by the candidates at the deadline for the submission of applications and maintained for the whole duration of the eventual work relationship.

The Fondazione reserves the right to verify the possession of these requirements.

The lack of the possession even of one of these overmentioned requirement will cause the exclusion from this public selection procedure, that can be decided in any moment.



Art. 3 - Admission application to the public selection procedure

The admission application to the selection must arrive, **under penalty of exclusion,**

by and not beyond midnight of May 3, 2026

and must be submitted exclusively on line, filling in every part the specific form called "domanda di ammissione" published on the website of the Fondazione www.teatroregio.torino.it, section "Selezione del personale" and sending it by mail according to the specific instructions there included.

No other form of compilation of the admission application will be accepted.

After completing and sending the form electronically, candidates will receive an email message generated automatically by the IT application of the Fondazione, confirming receipt of the application, that will be sent by email to the candidate to the email address indicated.

The candidate who did not receive any confirmation, has to inform himself, in due time, to the above mentioned address about the correct reception of his application.

The Fondazione Teatro Regio does not take any responsibility concerning eventual technical and/or informatic mix-ups, that cannot allow the immediate reception of the applications sent by the candidates and the transmission of the application is at exclusive risk of the candidate, if, for any reason, not excluded unforeseeable circumstances, case of force majeure or the fact of third parties, the application does not arrive in due time.

The applications presented or arrived after midnight of the overmentioned date will not be taken into consideration.

The following documents must mandatorily be attached to the admission application:

- copy of a valid identity document (front and back)
- for the excommunitarian citizens, the eventual working permit or other title declaring the possession of the requirement foreseen at art. 2 lett. b);
- *curriculum vitae* in European format and in Italian language duly dated and signed, indicating the studies completed, the eventual professional experiences, any professional qualification, the level of knowledge of foreign languages, any professional experience covered and any other activity eventually exercised;
- replacement declaration of the notary act (all. 2) , filled, dated and duly signed – declaring that what is represented in the admission request, in the CV and in the declaration itself represent the truth (*The study titles have not to be enclosed, neither the eventual state of service and/or work contract and/or services states declaring the work activity provided but just in case of recruitment eventually could be requested in order to form the ranking and carry out the recruitment. In case of lack of this documents the exam will be considered invalid*)
- Privacy informative enclosed to this public selection procedure and signed by the candidate.

The Fondazione has always the right to ask for explanations and integrations as regards the presented documents.

The Fondazione will verify the documentation presented by the candidates reserving, at the result of these verifications, the admission to the selection. The lack of just one of these documents requested by the call will involve the exclusion from the selection.



The list of the candidates admitted to this procedure, by virtue of the possession of the requirements mentioned in art. 2, will be communicated to the candidates exclusively through the publishment on the official website of <http://www.teatroregio.torino.it>, section "Selezione del personale".

The publication on the institutional website on the Fondazione has notification value for all legal purposes and no individual convocation of admission to the auditions exams will be sent to the candidates

The candidates who will not be present in the established day and time will be excluded from the public selection procedure. The absence will be considered, in any case as renunciation to the public selection procedure.

The admission application to this public selection procedure implies the unconditional acceptance by the candidates of the unquestionable judgment of the examining Commission and/or of the Superintendent, of the rules of the National Collective Labour Agreement for employees of Symphonic and Operatic Foundations, of the supplementary company contracts, of the internal service rules and the provision of carrying out this call and the Rule of the Recruitment by the Fondazione

Other information can be requested, within and not over two days before the deadline of the term for the presentation of the admission to the phone number +39 011 8815227 or sending an *e-mail* to the following address:

bandidiconcorso@teatroregio.torino.it

Art. 4 – Reasons for exclusion

Candidates who will incur in just one of the following hypothesis of exclusion will not be admitted to take part to this public selective procedure:

- a) reception of the registration by the Fondazione beyond the established terms, as mentioned in art. 3;
- b) lack of indication or possession of even just one of the foreseen requirement for the admission to the selection procedure mentioned in art. 2
- c) presentation of the application in different ways from those mentioned in the art. 3 of this public procedure.

The missing and/or uncomplete presentation of the enclosed documents may cause, at unquestionable judgment by the Commission, the exclusion to this Selection.

Art. 5 - Examining Board

The Examining Board will be appointed by a measure of the Superintendent of Fondazione Teatro Regio in compliance with the existing regulations.

The Commission may decide the order of execution of the pieces (that can be different from the order mentioned in this call), to ask to execute even in part the exam programme and each piece, interrupting in any moment the exam, as well as to ask to repeat completely or partially pieces of the programme, that can be the same or different from those previously executed. The Examining Board will have as well the possibility to change the place and the



carrying out of the auditions themselves. These eventual changes/modification will be published on the Internet site <http://www.teatroregio.torino.it>, sezione "Selezione del personale". The publication on the internet institutional website La pubblicazione of the Fondazione has notification value according to the Law and no other communication will be sent.

Art. 6.1 – Examination auditions and schedule of exams

The exams will take place in the following days:

BASSES
Examinations: 18, May, 2026 (morning)

BARITONE
Examinations: 18, May 2026 (afternoon)

The time of the exams and/or eventual changes in the dates will be notified exclusively on the institutional website of the Fondazione <http://www.teatroregio.torino.it>, section "Selezione del personale". The publication on the institutional website of the Fondazione has notification value by law and no other communication will be sent to the candidates.

Eventual changes concerning the premises and/or the dates or the schedule of the audition and/or eventual decision of postponement or cancellation of the procedure will be notified on the same website <http://www.teatroregio.torino.it>, section "Selezione del personale" within the day before the original date established for the auditions

The candidates must attend the elimination auditions, in the days and time indicated, under penalty or exclusion with:

- a valid identity card;
- for the excommunitarian citizen candidates, a copy of the staying permit or an eventual title certifying the possession of the foreseen requirement as art. 2, par. b),
- complete material (even the piano part) concerning the exam programme as mentioned at comma 6.2

The pianist will be provided by the Fondazione. However, the candidate can be accompanied by his own pianist.

The exam can be structured in one or more eliminatory examination and a final exam
The examinations will be evaluated as follows

Eliminatory examinations

For each eliminatory examination, the highest score is **10 points**, that can be expressed until the first decimal figure.

Candidates having reached the minimal score of 8/10 will be admitted to the final audition; this score will be useful exclusively for the admission to the final rehearsal and it will not be part of the final score.

Final audition

The highest score that can be assigned is **10 points**, that can be expressed until the first decimal figure.

The final audition is considered passed with a minimal average score of **8.5 points**.

6.2 – Examination programme

Eliminatory exam:

- Esecuzione a memoria di n. 3 arie d'opera a partire dal XVIII secolo: una in lingua italiana, due in altre lingue diverse tra loro.
- Esecuzione di un'aria da camera, lied o aria sacra a partire dal XVII secolo
- Esecuzione di vocalizzi proposti dalla Commissione.
- Eventuale lettura a prima vista cantata e/o parlata di solfeggi, relativi alla propria corda, scelti dalla Commissione.

Final exam:

- Esecuzione dei seguenti passi corali (non è richiesta l'esecuzione a memoria):
W. A. Mozart: *Requiem*, per soli, coro e orchestra – K626: la fuga "Kyrie Eleison"
G. Rossini: *Stabat Mater* – n°9 "Quando corpus morietur"
G. Verdi: *Otello*, "Fuoco di gioia"
G. Verdi: *Messa di Requiem* – n° 7 "Libera me domine": Requiem a cappella con soprano solista e fuga "Libera me domine"
G. Puccini: *Turandot*, dal numero di prova 9 al numero 17 (sia la parte dei Servi del boia che della Folla)

Reading at first sight of a choral piece, of the candidate vocal cord, chosen by the Board.

The choral pieces will be published on the institutional websiste of the Fondazione.



Art. 7 - Drawing up of the ranking and appointing of the winner

The Examining Board, at the end of the final auditions, will establish the ranking of the eligible candidates based upon the outcome of the selection on the base of the points achieved only in the final audition for the purpose of the eventual permanent recruitment. The candidates who have achieved an average score of more than 8.5 points will be judged eligible for the eventual permanent recruitment.

Titles of preferences:

- a) If the same score is achieved, the preference will be given to the candidate who has obtained the right of precedence in accordance with the existing National Collective Labour Agreement, as well as the company agreements or, alternatively, to the candidate who accrued more seniority in the role to which this selection relates by having provided service with temporary contracts at symphonic opera foundations, permanent theatres, traditional theatres, with an equal profile to the position of this public selection procedure, having reached a greater seniority.
- b) In case of a further score achieved in the exams, the possession of a Conservatory degree represents a preferential title; if the degree is obtained abroad, it is considered as a preferential title if it has been declared equivalent to a Conservatory degree or Institute, equivalent, in any case according to the Italian law; in case of degree obtained abroad, it is up to the candidate to prove the equivalence, under penalty of exclusion.
- c) In case of further equality, the vote of the President of the Board will count double.

The ranking of eligible candidates is subject to the approval of the Superintendent of the Fondazione, under the suspended condition of the assessment of the requirements for admission to employment and it will be valid for 24 months since the date of its approval.

In case of renunciation or decadence of the winner, the Fondazione has the faculty but not the obligation, to proceed to the recruitment of the eventual eligible candidates who immediately follow in the ranking.

The recruitment foreseen by the previous comma can be decided, at sole discretion by the Fondazione, in the same period whereas a similar workplace would become vacant as that one object of the selection.

Moreover, the Fondazione, at its sole discretion, has the right, but not the obligation, to draw another ranking of eligible candidates, valid for 12 months from the approval, to satisfy the production and replacement requirements, still standing the eventual previous rights, already in being, and in the respect of the eventual outstanding rankings, until the terms of their validity.

The candidates who will achieved a score not lower than 7/10 at the only final audition will be considered eligible for production and replacement requirements, further to the overmentioned ones.

Moreover, it is specified, that in case of unpermanent jobs, as for the art. 29 of D.Lgs.81/2015, as modified from D.Lgs. 59/2019, the Fondazione Teatro Regio di Torino will not be able to underwrite with the same subject job contract at unpermanent time for the carrying out of mansions of the same level and legal category, for a complete duration of 36



months, since July 1st 2019, even not continuous, even to the result of successive prorogation or renewal, excepted different disposal of the collective contracts.

The eligible rankings will be published on the Foundation's website: www.teatroregio.torino.it, section "Selezione del personale"

Art. 8 - Recruitment

The Board, accomplished the exams of this public procedure, will announce the winner candidate, whose approval is submitted to the unquestionable judgement of the Superintendent of the Fondazione, under condition precedent of the requirements for the admission to the recruitment.

The eventual recruitment of the winner, after the verification of the requirements requested by the announcement, will be decided by act of the Superintendent in accordance with the existing laws and accordingly to the requirement of the organization, with full time contract at undetermined time .

The recruitment rules foreseen by the actual CCNL for the employees of the lyric and symphonic Foundations will be applied, such as the actual company supplementary agreement.

The Fondazione has the right, moreover, to suspend or to not proceed to the recruitment of the winners, due to reasons not evaluable or foreseeeable, as well in application of new rules, without that the winners can pretend any rights to the recruitment itself..

The winning candidates must take up their duties on the date indicated by the Fondazione; the failure to take up their duties by that date without justified reason and failure to sign the employment contract will be considered as resignation.

However, requests for extension by the winner may be taken into account if they are determined by a proven case of force majeure or by circumstances of an exceptional nature to be assessed at the discretion of the Fondazione; if possible, the Fondazione shall fix the final time limit, expired which, the forfeiture will be automatically declared.

For the purpose of the formalization of the work contract, the winner of the selection who is extracommunitarian citizen will have to produce the staying permit allowing to carry out the dependent work at undetermined time. In case this document is not produced, the recruitment will not take place.

The Fondazione reserves the right to previously verify, in respect of the current regulations, the existence of the physical suitability to the role for which the successful candidate is recruited.

The definitive permanent recruitment will be however subordinate to a period of trial no longer than six-months according to what is foreseen by the CCNL for the employees of the Lyrical and symphonical foundations, during which, as for the art. 2096 c.c., each part can withdraw from the contract without the obligation of warning or replacement indemnity of the warning itself.

The Fondazione will not carry out the recruitment of subjects who, at the foreseen date for the beginning of the job relationship are having employment relationship in other Fondazioni or public or private administrations.

The exams substained by those candidates whose declarations could result not true or inexact.



At the moment of the recruitment, the Fondazione reserves the right to communicate which will be the documents that the winner candidate of the selection must present in original or in authentic copy..

Art. 9 – Economic and regulatory treatment

The work relationship will be ruled by the National Collective Labour Agreement for permanent employees of the Lyric Symphonic Foundations, the corporate supplementary agreements and the company agreements in force.

Art. 10 - Personal data processing

According to the Article 13 of the Regulation (EU) N. 2016/679 of the European Parliament, the Foundation declares that the data of the candidates will be processed in the respect of the privacy statement enclosed to this public procedure that every candidate has to underwrite and enclose to the request of admission as indicated at the art. 3. In case of the overcoming of the procedure, at the moment of the underwriting of the contract, the privacy statement will be given to the candidate as regards the processing of the personal data linked to the new work relation.

Art. 11 - Final provisions

This announcement guarantees equal opportunities between men and women for access to work according to Legislative Decree April 11, n. 198

The Fondazione reserves the right to proceed in any moment to the cancellation, suspension, modification of the announcement even in relation to the rules of costs controls that the Fondazione can sustain.

The Fondazione reserves as well the right to re-open the fixed term of this announcement for the presentation of the subscriptions, due to justified reasons. The new candidates must be in possession of the requirements for the admission within the date of expiring of the new terms. The inscriptions presented in precedence remain valuable, with the faculty for the candidates to integrate eventually, within the new date, the presented documentation.

The participants to the procedure do not have right to any allowance or compensation for travel or staying fees.

As not foreseen on this announcement, the relevant laws and contractual rules apply.

This call exists in two versions (in Italian and in English language); in case of controversy, the Italian version will prevail

Il Sovrintendente
Mathieu Jouvin

Torino, 3/3/2026
Prot. n. 160/2026 DA